Saltire City FC Coaches and Officials Conduct Policy

Coaches and Officials play a vital role in Youth, Men's & Women's Senior sections of Football in Scotland, and in the lives of the players whom they coach; they ensure players are safe, develop their footballing skills, maintain enjoyment of the game, and build lifelong connections to the game we love.

Coaches and Officials are in a unique position of trust in football, and therefore it is important that they adhere to the highest standards of best practice.

As a Saltire City FC Official, I WILL:

- Abide by the Saltire City FC Child Wellbeing and Protection Policy.
- Ensure that my e-learning, declarations, and PVG are up to date.
- Treat everyone with respect and dignity, regardless of their gender, ethnic origin, cultural background, sexual orientation, religion, or political affiliation.
- Treat every player equitably.
- Remember that I am a role model and shall always behave in an ethical and professional manner.
- Respect the decision of referees and officials and encourage players to do the same.
- Positively promote the reputation of the girls' and women's game.
- Remember that the safety and wellbeing of young players is the paramount consideration.
- Report any concerns, that I have seen or been advised of, to Saltire City FC.

I WILL NEVER:

- Engage in, or tolerate, offensive, insulting, or abusive language or behaviour.
- Exert undue influence over players, parents, or colleagues.
- Bring the game into disrepute.
- Engage in/ or tolerate any form of bullying or abuse.
- Enter into an inappropriate relationship with a young player or young official.

I understand that if I do not follow these codes, I may:

- Receive a verbal warning.
- Receive a written warning.
- Be subject to a period of supervision.

- Be required to attend additional training.
- Be asked to apologise.
- Be suspended from Saltire City FC.
- Be referred to Police Scotland, and/or other relevant statutory body.
- Be referred to Disclosure Scotland.

Disciplinary Action

I understand that failure to follow this Conduct Policy may result in action under the Saltire City FC – Disciplinary & Appeals Procedure, which may include:

- A verbal warning
- A written warning
- Temporary suspension from training and/or matches
- Mandatory education or behavioural support
- Removal from duties
- Suspension from Saltire City FC
- Termination of Club registration
- Referral to the Scottish FA, league body, or statutory authorities (where applicable)

Disciplinary decisions will be made fairly, proportionately, and in line with Club Disciplinary procedures, with the right of response and appeal.

By signing below, I confirm that I understand and agree to abide by the Saltire City FC Coaches and Officials Conduct Policy

Coach / Official Name: _____

Signature: _____

Date: _____